

Fort Dodge

USW #11-502 (Mixed)

7/1/2006 6/30/2008

COLLECTIVE BARGAINING AGREEMENT

Between

THE CITY OF FORT DODGE, IOWA

And

**MUNICIPAL EMPLOYEES DIVISION
UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY ALLIED
INDUSTRIAL AND SERVICE WORKERS
INTERNATIONAL UNION**

LOCAL 11-502 (USW)

**Effective July 1st, 2006
Thru
June 30, 2008**

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ARTICLE I

COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FORT DODGE, IOWA, AND THE MUNICIPAL EMPLOYEES DIVISION, (MAINTENANCE, UTILITIES AND CLERICAL) UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, LOCAL 11-502 (USW)

Preamble

- A) It is the intent and purpose of this Collective Bargaining Agreement to promote and insure a spirit of confidence and cooperation between the City of Fort Dodge, Iowa, hereinafter called the "City," and its employees represented by the Municipal Employees Division (Maintenance, Utilities and Clerical) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 11-502 (USW), hereinafter called the "Union," by setting forth the general policy of the City on personnel and procedure, establish equitable rates of pay and hours of work and provide a method of redress of any grievance.
- B) It is understood by the City and the Union that the masculine pronoun "he," in any of its cases, is used in the accepted English language practice referring to an antecedent that is both masculine and feminine and its use is not intended to be sexist.
- C) All terms herein used shall be defined pursuant to Robert's Dictionary of Industrial Relations unless otherwise defined herein or by the State Code of Iowa.

ARTICLE II

RECOGNITION

- A. The principles of collective bargaining have brought representatives of certain organized employees and the City together negotiating the personnel practices, conditions of work and rates of pay. In recognition of this principle, the City will deal with the duly chosen representatives of the Municipal Employees Division (Maintenance, Utilities and Clerical) of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, and the Union's successors and assigns, affiliated with the, Local No. 11-502 (USW), on behalf of its members in the adjustment of all grievances that may arise regarding terms of this Agreement.
- B) The City herewith recognizes the Municipal Employees Division (Maintenance, Utilities and Clerical) of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local Union No. 11-502, (USW) as the sole bargaining agent for its members as put forth in its Certificate of Certification, specifically including the following job classifications, unless the incumbent is excluded by law:

- Custodian
- Laborer
- Maintenance Worker I
- Maintenance Worker II
- Maintenance Worker III
- Automotive Mechanic
- Water Analyst
- Water Treatment Plant Operator Trainee
- Water Treatment Plant Operator I
- Water Treatment Plant Operator II
- Assistant Water Treatment Plant Supt.
- Water Meter Servicer I
- Lead Water Meter Service Person
- Assistant Sanitation Supt.
- Assistant Street Department Supt.
- Assistant Utilities Distribution Supt.
- Traffic Safety Maintenance Worker II
- Traffic Safety Maintenance Worker III
- Parking Meter Attendant
- Secretary II
- Account Clerk I
- Account Clerk II
- Financial Support Specialist
- Marketing Coordinator/Events Assistant
- Police Operations Trainee
- Police Operations Clerk II

- C) The provisions of this Contract, for employees listed in sub-paragraphs (3) and (5) become effective after one hundred twenty calendar days of employment without a break in service.
- 1) Full-time Regular Employee: One who is hired to work 35-40 hours per week on a continuing basis.
 - 2) Part-time Regular Employee: One hired to work less than 35 hours per week on a continuing basis.
 - 3) Full-time Seasonal Employee: One hired to work 35-40 hours per week during certain months of the year in order to maintain City services at current levels. Will normally work less than 80 work days.
 - 4) Part-time Seasonal Employee: Same as (3) above, except works less than 35 hours per week.
 - 5) Full-time Temporary: One hired due to the absence of a full-time Regular employee, usually the result of a leave of absence or extended illness. The position is terminated upon the return to work of the incumbent.
 - 6) Part-time Temporary Employee: Same as (5) above except works less than 35 hours per week.

- D) Vacation, sick leave and paid Holiday benefits shall be granted to part-time regular employees on a pro-rata basis consistent with that portion of the 40 hour work week they normally work (i.e., if they work 20 hours per week, 1/2; 30 hours per week, 3/4; etc.).
- E) Vacation, sick leave and paid Holiday benefits after one hundred twenty (120) days, shall be granted to part-time seasonal and part-time temporary employees on a pro-rata basis, consistent with that portion of the 40-hour work week they normally work.
- F) Notice of employees hired in the above classifications listed in a status in subparagraphs (2) through (6) and any subsequent classification change for said same employees shall be given to the Union on the date of employment of the date of change.

ARTICLE III

RATES OF PAY

- A) The rate of pay covering the employees in the above general classifications, as set out in Exhibit A shall be posted in each department. Whenever inequities of classification rates exist or new classifications are made, they shall be adjusted through the grievance procedure hereinafter set out.
- B) The annual fiscal year wage increase will take effect at the beginning of the two week pay period which begins nearest to July 1st each year. Wages of employees subject to this agreement shall be set out in Exhibit A attached hereto and made a part hereof as though set out at length herein.
- C) The parties mutually agree to reopen negotiations for the purposes of determining the basic rates of pay for bargaining unit members for the period beginning July 1st, 2008 under the procedures outlined in Article XXXI, subparagraph B unless the parties mutually agree to different procedures. The basic rates of pay agreed to under this procedure shall become a part of this agreement for the period so noted. The City agrees not to propose a decrease in basic wage rates.
- D) Water Treatment Plant Operators and Laboratory Technicians who have achieved a Grade III Certification will receive a five (5) percent pay increase over their current grade/step rate. Water Treatment Plant Operators and Laboratory Technicians who have achieved a Grade IV Certification will receive an additional five (5) percent pay increase over the rate established above for Grade III Certification and this will be added to their current grade/step. The increases will become effective when copies of the certifications are presented to the City Manager's Designee.

ARTICLE IV

WORK SCHEDULES

- A) Normal working schedules for non-shift employees shall be on the basis of a total of forty hours per week, eight hours per day, Monday through Friday. The City of Fort Dodge shall have the right to change the normal working day, which is from 8:00 a.m. to 5:00 p.m., Monday through Friday, with two (2) weeks written notice to the employees

concerned. This may be done by posting a notice on the departmental bulletin board, or in the case of emergencies, but not more than eight (8) hours per day, excluding lunch break, or forty (40) hours per week. The workdays among the various City Departments do not have to coincide.

- B) When employees are called in early and contiguous to their regular schedule they will be compensated at regular straight time for the first eight (8) hours and then at time and one half (1 ½) for all hours worked above eight (8) if the early call-in was for less than four (4) hours. If the call-in was for four (4) hours or more, all time worked until the regular starting time (in most cases 7:00 a.m.) would be compensated at time and one half (1 ½), then the next eight (8) hours would be compensated at straight time and the employee could, at the discretion of the City, be sent home after completing a total of eight (8) hours or more of work for the day. Exceptions to the limitations above may be made with the mutual agreement of the employee and the supervisor.
- C) Each employee shall be entitled to a coffee break in the morning not to exceed fifteen minutes and in the afternoon not to exceed fifteen minutes.
- D) Employees who are scheduled to work four (4) hours beyond their regular eight (8) hour shifts will be provided a meal payment of ten dollars (\$10) which will be added to their regular paycheck.
- E) An emergency shall be defined as a state of urgent or pressing public need where services must be performed to maintain a department's operations when disrupted or to provide relief from unusual contingencies (examples of such would be a water or sewer main breakdown or heavy snow fall).

ARTICLE V

EMPLOYER AND EMPLOYEE RIGHTS

- A) The statutorily provided Employer Rights in Section 20.7 of the 1983 Public Employment Relations Act of Iowa and Employee Rights in Section 20.8 of the current Public Employment Relations Act of Iowa are recognized as part of this agreement and these statutory rights are excluded from the grievance and arbitration provision of this agreement.

ARTICLE VI

OVERTIME AND HOLIDAY PAY

- A) Overtime shall be paid to all employees for all hours in excess of their work schedules at the following rates: One and one-half time for all hours in excess of eight hours per day or forty hours per week, except Sundays and Holidays, which shall be as set out below.
- B) Overtime shall be distributed reasonably equal among employees in each department on a job the employee(s) are capable of performing. Reasonably equal shall be defined as within twelve (12) hours for employees of the same department. When an employee

declines or fails to answer a phone call the hours will count as overtime worked for the purpose of overtime equalization. Each employee will provide no more than two (2) phone numbers for contact purposes. The City will post a list each month showing the total overtime opportunities through the most recent pay period for each employee and will, within a reasonable time, provide an updated list to the Union upon request.

- C) A minimum of two hours work shall be granted for all call-in work at the proper overtime rate.
- D) Sunday pay shall be double time for all hours worked.
- E) Irrespective of whether or not an employee is required to work on the day observed as a contract Holiday, he shall receive eight hours pay. In addition to the Holiday pay described herein, an employee who is requested to and works the Holiday shall receive double time pay for the hours worked. These last two paragraphs do not apply to shift operators at the Water Treatment Plant.
- F) Police Operations Clerks will be paid time and one-half for court time appearances on their own time if they reimburse the City for any fees that they may receive as a result of such appearances.
- G) An employee may choose to take earned overtime in the form of compensatory time off. The amount of compensatory time off would equal the amount of overtime earned at the rate it was earned (time and one-half, double time, etc.). However, the maximum amount of compensatory hours off cannot exceed 160 hours per fiscal year and all such time off must be approved and scheduled by the supervisor. If compensatory time off remains unused at the end of a fiscal year, it will be reimbursed to the employee in a lump sum at the rate earned (time and one-half, double time, etc.).

ARTICLE VII

STANDBY PROVISIONS

- A) The City shall have the right to have men standby and when so stated shall compensate them for payment of two hours straight time for each day of requested standby.

ARTICLE VIII

HOLIDAYS

- A) The following total of ten and one-half days shall be recognized as Holidays:

New Year's Day	Labor Day
Memorial Day	Veteran's Day
Thanksgiving	Christmas
Fourth of July	Employee's B-Day
President's Birthday	

- B) The Employee's Birthday can be used as a floating holiday to be used during the calendar year with the approval of the Supervisor.

- C) Four hours each day for the day before Christmas, the day before New Year's, and the afternoon of Good Friday.
- D) To qualify for Holiday pay, it will be necessary for the employee to work the last scheduled work day prior to and the first scheduled day following each Holiday, unless said employee is excused therefrom.
- E) Shift operators and laboratory technicians, who have been traditionally employed on these Holidays, shall be granted one day off as compensation for each Contract Holiday plus shall receive double pay if they work the observed Holiday.
- F) Holidays that fall on Saturday will be observed on the preceding Friday and those that fall on Sunday will be observed on the following Monday.

ARTICLE IX

SENIORITY

- A) Seniority shall be classified as "Departmental Seniority" and "Combined Seniority." Departmental Seniority shall be determined by computing the length of time worked in a department of the City and Combined Seniority shall be determined by computing the total time worked in all of the City departments.
- B) In defining length of the time worked for computation of seniority, reference is made to the employees devoting their full time to the employment of the City, as defined in Paragraph D, sub-paragraph (1), in Article II. Employees shall retain rights to re-employment after layoff for a period of three (3) years commencing with the effective day of the layoff.
- C) When a reduction in the labor force occurs, it shall be effected in the following manner:
 - 1) Two occupational groups shall be recognized for this purpose and they shall be the Maintenance/Utilities group and the Clerical group.
 - 2) If the number of positions in higher classifications is reduced, those who were last promoted to that group will be reduced and shall have the right to replace those in the next lower classification with less seniority in that class. They shall be allowed to combine their time worked in the next lower class for the purpose of determining their seniority in the next lower classification. Those with the least amount of seniority within the lower class will then be replaced by those who were reduced from the higher class who have greater class seniority. Any additional reductions within the same lower class will be effected by seniority within that class.
 - 3) Those who are replaced in the next lower class noted in step 2 shall replace those in a lower classification in the same occupational group. They shall also be allowed to retain their seniority from the upper class to combine with their time worked in the next lower class for purpose to determine their seniority in the lower class.

- 4) Individuals in positions that are in the same grade may use their combined seniority to replace other individuals who have less time in grade within each occupational grouping if they are qualified to do so. The individual so reduced may replace those in lower graded classes if their combined seniority exceeds that of those that they would replace.
 - 5) Operators at the Water Treatment Plant shall be reduced by their seniority at the plant regardless of their certification level.
 - 6) Employees in the Clerical Operator Groups may replace employees in the Custodian, Laborer, Water Meter Servicer I, and Maintenance Worker classes in the Maintenance/Utilities Occupational Groups if they are qualified to do so and have more combined seniority than employees in those classes.
 - 7) Employees in the Maintenance/Utilities Group may likewise replace employees in the Clerical Group if they are qualified for the position and have greater Combined Seniority.
 - 8) If the Assistant Superintendent position in a department is terminated, they reduce to the highest classification in their department providing they are qualified and have the necessary seniority to hold that position. If unable to hold that position, they reduce to a point where their seniority and qualifications allow.
 - 9) In no case can an employee replace another employee in a higher classification unless otherwise specified in paragraph 6 above.
 - 10) All employees must be qualified for the position to which they move.
- D) An employee whose services have been terminated because of reduction of the work force or for economic reasons shall be reinstated to positions for which they are qualified in reverse order of their layoff. If bypassed because of lack of qualifications, the employee will not lose their rights to recall by order of seniority for future employment opportunities. An employee who has been offered recall and refuses will be considered to have voluntarily quit. The City of Fort Dodge shall give notice at least thirty calendar days prior to layoff because of a reduction in the work force or for economic reasons.
- E) An employee who has been transferred from his department because of the rules of seniority shall have the first right to the opening in the department when and if one occurs, provided they are, at the time the opening occurs, a full time City employee and are qualified. If there is more than one employee eligible, the employee transferred last from the department shall have the first right to the opening.
- F) Employees will lose all seniority rights if they are discharged for cause or voluntarily quit. Employees must give two (2) weeks notice prior to quitting.
- G) Such employees who previously held a bargaining unit position shall retain rights in the bargaining unit (equal to the time spent in the bargaining unit).

Such employee(s) will resume his/her previously combined seniority without credit for time outside of the bargaining unit for the purposes of reductions, recalls, bumping rights and job posting.

For the purpose of accrued vacation and sick leave allowance, such employee(s) will retain his/her total combined seniority while an employee of the City.

Should such employee return to the bargaining unit within 12 months from the effective date of their first leaving the bargaining unit, they will return to their last bargaining unit position. After such time, they may only return to the lowest position for which they are qualified in the job series from where they previously came, provided their seniority allows. In each case, they shall be paid the appropriate rate of the position.

A person terminated for cause from a non-bargaining unit position has no rights under this provision.

ARTICLE X

WATER PLANT SHIFT OPERATORS

- A) The schedule of work for all operators will be eight hours per day, which shall include the lunch hours, and enough work days to provide 40 hours per week. When operators are called in for overtime work, they shall be paid on the basis of time and one-half for all overtime work for the first scheduled day off worked and double time for the second day.
- B) If, because of illness, overtime is to be where shift operators are employed, overtime for the first three days will be distributed equally among operators in the department affected. However, where it is evident that the absence will exceed three days, then the head of the department can call in qualified outside help to work with the operator on duty on the first day of such absence.
- C) When trainee shift operators working in the Water Plant feel they are qualified, they shall make a request to the Superintendent for attendance to the Basic Water Treatment Course. After attending the course and passing the Grade I exam administered by IDNR, they shall be paid the applicable rate of pay for the classification. If the operator does not satisfactorily pass the test, the operator shall not be entitled to request another test until his/her next turn to attendance at the appropriate school. This provision does not impact the past practice of the City allowing employees to obtain Grade II, III, or IV certifications.
- D) All employees subject to this Agreement shall have at least eight hours off duty between shifts. If any said shift operator should be scheduled to work two successive shifts without eight hours off between shifts, then said shift operators shall be paid at a rate of three times his regular rate for the eight-hour shift so worked.

ARTICLE XI

BIDDING

- A) When a new job or a regular job becomes vacant and said vacancy is to be filled, the job shall be posted for bidding within seven (7) days of the vacancy. Human Resources

shall be responsible for posting jobs for the bid and will make the final determination as to the award of the bid under the terms as set out in this Contract.

- B) The City reserves the right to review all vacant positions as to their necessity and their present wage grade classification.
- C) The following rules shall be used when bidding on a position.

Once a determination has been reached by the City to fill a vacancy, an unrevocable bid will be posted using the following guidelines to fill the position:

- 1) A notice for bids shall be posted pursuant to Paragraph A, Article XI, of this Contract within the department in which the vacancy exists for a period of two full work days, excluding Holidays, Saturdays and Sundays. The full time regular employee qualified for the position with the greatest amount of Departmental Seniority shall be selected.
- 2) If there are no qualified bidders, then the position shall be posted for bid in all departments of the City covered by this Agreement for a period of three full workdays, excluding Holidays, Saturdays, and Sundays. The full time regular employee with the greatest amount of Combined Seniority who meets the qualifications of the position shall be awarded the bid.
- 3) If the position is still vacant after being posted for three full workdays throughout the City, the City will open the bidding to all employees listed in Article II (sub-paragraphs 2, 3, 4, 5, and 6, who have completed 120 days of continuous service with no break in service).
- 4) An employee who is going on an authorized and scheduled absence shall sign a form available within their department indicating their interest in bidding positions that may be posted in their absence. Employees who are on a non-scheduled absence will be notified by registered mail at their last known address of openings that occur during their absence and they shall notify the City of their intent to bid such positions within forty-eight hours of their receipt of this notification.
- 5) All employees must be qualified for the job they are bidding before being awarded the bid. The City Manager's Designee, in conjunction with the department supervisors, shall determine job qualifications.
- 6) If during the first sixty workdays in a new position, it is determined by the City that the employee is not capable of performing the job adequately, the employee's bid award shall be rescinded and the next qualified bidder shall be selected. This sixty workdays shall not include time off for sickness or vacation. This trial period shall not have any adverse effect on his prior Departmental Seniority or Combined Seniority. The employee will be notified of the reasons for their disqualification.
- 7) If, during the first fifteen (15) workdays in a new position, the employee decides to return to his former job, upon written request through his Supervisor, his

request will be granted and arrangements made to return him to his former job without prejudice to his prior Departmental Seniority, and the qualified bidder shall be selected.

- 8) The City shall place a successful bidder in their new position within fifteen (15) calendar days after closing the bidding. In the event this is impossible, the employee shall receive the higher rate of pay of the two (2) jobs.
 - 9) If the City has not filled the vacancy within fifteen (15) days after the last posting, it shall be reposted as in paragraph (C), Article XI.
 - 10) All of the time periods referred to above are excluding Saturdays, Sundays, and Holidays.
- D. A temporary or vacation vacancy, if filled, will be filled by using qualified employees in order of Departmental Seniority in low job classifications. The employee filling the vacancy shall draw the rate of pay of the job in which they are filling so long as they occupy this job. The employee must work more than two (2) continuous hours per episode to qualify for the higher classification. The rate an employee receives will be properly noted on the time sheet. An employee assigned to perform work in a classification paying a lower rate of pay than their own will continue to receive their regular rate so long as they occupy that job.
- E. Any dispute with regards to the qualifications of an employee in the Article may be subject to the grievance procedure. The City expressly reserves its management right to unilaterally establish position qualification. The City agrees to not use its qualification establishment right to eliminate a particular employee from consideration for a unit position by changing qualifications after that position has been posted and bid by said employee.
- F. New qualifications and requirements for clerical staff are not applicable to existing regular clerical staff employed before July 1st, 1980, when bidding. However, they must meet other qualifications.

ARTICLE XII

VACATION

- A) All regular employees a party to this Agreement will be granted vacation with pay on the following basis:
- 1) After one year's service, 40 regular work hours;
 - 2) After two year's service, 80 regular work hours;
 - 3) After six year's service, 120 regular work hours;
 - 4) After ten year's service, 160 regular work hours;
 - 5) After fourteen year's service, 200 regular work hours.
- B) All vacations shall normally be scheduled and taken between May 1st and November 15th of each year. However, other time may be scheduled for the vacation period if agreeable with the Supervisor of his department. Employees shall normally file their vacation requests prior to April 1st each year.

- C) An employee's service shall be measured as of his anniversary date of regular employment.
- D) The choice of the employee's vacation shall be granted in accordance with seniority insofar as the workload of the department will permit, and a Supervisor's vacation will not preclude employees from selecting the same period of time for their vacation selection, insofar as the workload of the department will permit.
- E) No employee shall be called for duty during said vacation, except in extreme emergency declared by the City Council or head of the department.
- F) Employees may request vacation in increments of four (4) hours with the approval of their supervisor.

ARTICLE XIII

SICK LEAVE

- A) All full time employees hired prior to July 1st, 2005, subject to this Agreement who is in the employ of the City of Fort Dodge shall be granted sick leave in the following quantities:
 - 1) After four months' employment, 112 regular work hours
 - 2) After one year's employment, 240 regular work hours
 - 3) After five years' employment, 480 regular work hours
 - 4) After nine years' employment, 720 regular work hours

All full-time employees hired July 1st, 2005, or after will accrue sick leave at a rate of 12 hours per month.
- B) Said compensated sick leave shall not be accumulated up to January 1st, 1954. Each employee within the Article of this agreement hired prior to July 1st, 2005 is subject to sick leave credit beginning with the completion of four months of employ with the City of Fort Dodge up to a maximum of 150 days. Each employee of the City of Fort Dodge shall be credited with one day sick leave for each month in which no leave is taken to be accrued with each year commencing January 1st, 1954.
- C) When the sick leave thus accrued shall be more than the sick leave credited to each employee on January 1st, 1954, the accrued sick leave under this Agreement shall prevail. It shall be left to the discretion of the Supervisor and the Union Steward of the various departments and/or the department head as to whether or not the sickness is bona fide, and it is the right and responsibility of the supervisor to demand a doctor's certificate attesting to the fact that said sickness was bona fide. If it should be determined that the sick leave asked for is not bona fide, the employee involved shall not be paid for the days lost.
- D) It shall be the responsibility of each employee of the City of Fort Dodge seeking sick leave to notify the Supervisor, or if the Supervisor is not available, notice may be given to others in authority in the department one hour before the regular work schedule starts.

- E) Each employee of the City of Fort Dodge who is injured on the job shall make a report of the accident immediately to his Supervisor on forms provided for this purpose. This is in addition to the regular insurance report.
- F) The City of Fort Dodge will not be responsible for injuries suffered by any of its employees while said employee is engaged in other employment or by another employer, and said employee should look to the other employer for compensation, if any, that he may have coming from said other employer.
- G) Employees employed by the City prior to July 1, 2005, who are age 55 or over, who have a minimum of four years of service with the City, and who retire from employment with the City, are eligible to receive payment of 60% of the sick leave incentive bank which cannot exceed 150 days.

Employees who are unable to report to work because of an illness will have his/her incentive sick leave bank reduced by the number of hours the employee is unable to report to work. If an employee has a serious medical condition, is under the care of a physician, and the employee is off work in excess of five (5) work days per sick leave event, or the employee suffers from a work related injury, then the sick leave shall be taken first from the employee's years of service sick leave bank (30-60-90 day sick leave bank referenced as "Sick Leave" on the employee's pay stub).

Employees hired after July 1, 2005 who meet the criteria set forth above, shall be paid 60% of their actual sick leave bank which cannot exceed 150 days.

ARTICLE XIV

DEATH AND SERIOUS ILLNESS CLAUSE

- A) In case of death in the employee's immediate family, said employee shall be allowed up to forty regular work hours off from work either at the time of death or at the time of the funeral, without loss of pay.
- B) The immediate family shall include spouse, children, current spouse's children or any legal dependent residing in the domicile of the employee.
- C) Twenty-four regular scheduled work hours off without loss of pay shall be allowed at the time of death or time of funeral in the event of the death of the following: The employee's parents, step-parents, grandparents, siblings, father-in-law, mother-in-law, sister-in-law, brother-in-law, step-brother, step-sister, or grandchildren.
- D) Where an employee is called upon to serve in an official capacity in a funeral he shall receive pay for the reasonable time lost.
- E) Attendance at funerals in a pay status, not specifically mentioned in this Article will be at the discretion of the employee's supervisor.
- F) An employee who is compelled to lose work because of serious illness in their family shall be allowed up to 40 regular work hours per year for this purpose without loss of pay upon proper documentation of the illness.

- G) The definition of "family" for the purpose of sick leave shall be by Blue Cross/Blue Shield Common Law definition.

ARTICLE XV

LEAVE OF ABSENCE

- A) An employee shall be granted a leave of absence without pay, for good cause, with the consent of the City Council without prejudice to seniority or other rights, providing the leave of absence shall not be used for the purpose of accepting remunerative employment elsewhere. Leave of absence shall be limited to ninety calendar days without further approval of City Manager and Council.
- B) A leave of absence for maternity purposes may be granted to any pregnant person subject to this contract.
- C) An employee will be allowed to utilize sick leave for the purpose of taking a leave of absence due to pregnancy, upon presentation of a letter from their physician stating the last day they should work and the first they are to return to work after the birth of the baby.
- D) If this absence is greater than the employee's sick leave available, the difference will be leave of absence without pay.
- E) In no case shall maternity leave exceed ninety calendar days without further justification from the employee's physician of record. This justification must specifically state the reason or reasons for a leave of absence greater than ninety days.

ARTICLE XVI

GRIEVANCE PROCEDURE

- A) The term *grievance* shall mean a dispute between the City and the Union regarding the interpretation and application of the clauses of this collective bargaining agreement.
- B) When a grievance or dispute arises in any department, an honest effort shall be made to settle the issue in the following manner:
- 1) Between the aggrieved employee, the Department Steward and the Supervisor.
 - 2) Between the Chief Steward and the City Manager's Designee.
 - 3) Between the grievance committee and the City Manager's Designee.
 - 4) The Union President and/or International Representative may attend at any step of this grievance procedure.
- C) An employee must make known his grievance at step (1) within ten days of the alleged dispute or controversy. The Supervisor will give the employee filing the grievance a written answer within five days. If it is not settled to the employee's satisfaction, the grievance must be carried to step (2) within five days of (1). If a solution has not been reached after step (2) then the grievance must be brought to step (3) within ten days after (2).

- D) If the employee or Union fails to file the grievance or appeal it within these time limits, the City is under no obligation to discuss the grievance but may do so at its prerogative. These time limits may be changed by mutual consent of both parties.
- E) The grievance automatically proceeds to the next step should the City fail to answer at the previous step. No employee shall lose pay because of attendance at grievance meetings.
- F) The Union may bypass step (1) and (2) on questions of Contract language interpretation or on policy issue.
- G) The time limits specified in the grievance procedures shall exclude Saturdays, Sundays and observed holidays.
- H) Any employee suspended or discharged will be notified in writing as to the reason for the action taken by the supervisor concerned at the time of the incident, or promptly after such disciplinary action is taken, not to exceed 72 hours.
- I) An employee's discipline record will be cleared after:
 - 12 months for verbal warnings
 - 12 months for written warnings
 - 12 months for suspensions
- J) A copy of the discipline will be given to the Steward and the Local Union President at the earliest time following the employee being notified or in the presence of the employee at the time of discipline not to exceed 48 hours.

ARBITRATION CLAUSE

- 1) Notice of Arbitration must be served in writing to the City Manager's Designee within 14 days after his final written answer has been received. The Notice of Arbitration shall clearly state the issue of dispute to be arbitrated and the Articles of the agreement alleged to be violated.
- 2) A list of five (5) arbitrators shall be requested from the Iowa Public Employee Relations Board (P.E.R.B.). Either party may refuse one list before striking of names begins. The parties shall determine by lot which shall take the first strike. The City and the Union shall continue striking names until one is left. He shall be the sole arbitrator.
- 3) The arbitrator shall not have the power to modify, add to or detract from any part of this Agreement, but shall only interpret or determine compliance with the Articles of this Agreement. A decision by the arbitrator shall be binding upon both parties. The arbitrator shall deliver to both the Union and the Fort Dodge City Council his decision in writing within thirty (30) days after such arbitration hearing.
- 4) The fees and costs, if any, shall be shared equally by the Union and the City.

ARTICLE XVII

NO STRIKE OR LOCK OUTS

- A) As a part of this Collective Bargaining Agreement, the City Council of Fort Dodge, Iowa, states that it is the settled law of the State of Iowa that no employee may engage in or participate in any strike against the City of Fort Dodge, or any work stoppage or in any activity intended to interfere with the normal operation of the various municipal activities of this City. The Council further states that any employee who during the term of this Agreement, engages in or participates in any such illegal activity, shall forfeit any and all rights and privileges as herein set out in this Collective Bargaining Agreement and shall be cause for his removal and discharge. In addition, the City agrees that no lockout will take place against any of its employees.

ARTICLE XVIII

CHECKOFF OF UNION DUES

- A) Upon presentation by the employee of signed authorization cards, signed by the employee, the City Clerk shall deduct from the employee's pay, the employee's regular Union Dues, as prescribed by the local Union. The City Clerk will then forward to the Financial Secretary of the Local Union 11-502 not later than the 18th day of the current month such Union Dues, together with a list giving the name of the employee from whom the deduction has been made and the amount of deduction. It is understood that said authorization is entirely voluntary and may be terminated by the employee at any time.

ARTICLE XIX

CHECKOFF FOR CREDIT UNION

- A) The City shall deduct as to each employee who shall authorize it in writing, on a form which is on file with the City and which has not been revoked or declared by law to be illegal, from each pay period except in the middle pay period in those months having three pay periods, an amount of money as authorized in writing by such employee. The City Clerk shall within ten (10) days after the deduction, as hereto set forth, transmit to the Frontier Credit Union Treasurer the total of such amount deducted from the employee's pay check, with an itemized list of the name of the employee participating and amount of money deducted from his pay check. At such time of such transmission, the City of Fort Dodge shall be absolved and discharged from any further liability and responsibility. In the event this procedure is declared illegal or in the event the form used for the checkoff is declared illegal, then the City shall be under no liability or responsibility to checkoff for the Credit Union.

ARTICLE XX

JURY DUTY

- A) In the event an employee is called for jury duty, he shall have the right to take time away from his employ. During the time he acts as a juror, he shall receive his regular pay.
- B) All employees will file for Juror's Pay with the Clerk of Court. When they receive their Juror's Paycheck they shall surrender such draft, properly endorsed, to the City Clerk's Office.
- C) If Jury Duty falls on a day an employee is not scheduled to work, that employee will not have to surrender "Juror Pay" for those dates. Also, employees would retain all pay in regard to mileage.

ARTICLE XXI

SELECTIVE SERVICE POLICY

- A) Those employees called for service under the National Guard Resolution or the Selective Service Act, or any Military Conscription Act during the life of this Agreement, or those who enlist, will be given thirty (30) days pay if they have been in the employment of the City of Fort Dodge for one (1) year or more at the time they are called. Those employees of that character who have been employed by the City of Fort Dodge in excess of six (6) months and less than one (1) year will be given 40 hours pay. These amounts are to be paid to the employees upon final induction into service, and such pay shall be computed on the average weekly earning in the three months prior to the time when they are called.
- B) The seniority of any employee of the City of Fort Dodge who enters the Armed Forces of the United States shall accumulate during the period of such service, and for ninety (90) days thereafter and during this time the employee will retain his position on the seniority list, provided he receives an honorable discharge from the Service.
- C) If such employee receives an honorable discharge, he shall be re-employed according to seniority in the same type of position as that vacated at the beginning of such service in the Armed Forces of our Country, or if this is impossible, in a position as nearly like the former position and rate of pay as it is possible, unless the City's circumstances have so changed as to make it impossible or unreasonable to do so. Such employee shall be required to apply for re-employment within ninety (90) days after his honorable discharge from the Service. If this Agreement is met, the City agrees to rehire the worker not later than ten (10) days after such application.

ARTICLE XXII

SAFETY MEETINGS

- A) A safety meeting will be held monthly. When safety meetings are held, the time and place shall be posted at least three (3) days prior to the date of the meeting and it shall

be mandatory for all employees not on active duty or performing necessary work to attend these meetings. All employees who attend on their own time will be allowed two (2) hours pay at their regular rate.

ARTICLE XXIII

INSURANCE

- A) The City agrees to pay 100% of the employee's premium for hospitalization and medical insurance and 100% of the premium for like coverage of the employee's dependents. Insurance provision and benefits would change to plan identified as Alliance Select 4110-111, which includes a \$100/\$200 deductible, \$750/\$1,500 maximum out of pocket and Rx Drug provision of \$5 generic and \$20 brand name co-pays. An employee who works beyond age sixty-five (65) will be provided with Medicare Carveout coverage by the City.
- B) The City shall maintain twenty thousand dollars (\$20,000) in life insurance coverage for each employee subject to this Agreement. This policy shall include an accidental death and dismemberment clause. Each employee shall be allowed to designate his own beneficiary.
- C) The City will pay the premium cost of single and dependent Dental Insurance.
- D) The City will pay the premium cost of single and dependent air and ground ambulance coverage.

ARTICLE XXIV

UNION BUSINESS

- A) Only Union/City business may be conducted on City time.
- B) The Union may select up to two employees who must be from different departments to attend the District Convention, the National Union Convention or the State AFL-CIO Convention. It is understood that different employees may be selected to attend each function. It is also understood that the employee will not be paid by City funds for such activities or during such period of absence. The employee must notify their supervisor at least two weeks in advance of their desire to attend such a function and if the request is denied by the supervisor, an explanation must be provided for such a denial.
- C) A negotiation and grievance committee of five shall represent the employees in addition to the Local President in all matters pertaining to negotiations and disputes. When a negotiation or grievance meeting is arranged between the City and the Union, the committee shall be permitted a reasonable amount of time of caucus, discuss proposals and develop counter-proposals without loss of pay. Time lost because of Union/City business shall be computed as time worked for the purpose of computing overtime and premium pay.
- D) Members of the negotiation/grievance committee shall be paid their regular rate of pay for any City/Union business that occurs during their regular duty hours. All time spent

in negotiations/grievance meetings during regular duty hours shall count towards computing the employee's first forty (40) hours each week.

- E) The Union Financial Secretary will be allowed time off to post Union notices. Time lost performing these duties shall be considered time worked. The Union agrees to consider the nature of the employee's job when selecting Union Officers.
- F) Grievance and negotiating committee members shall notify the immediate supervisor in writing in advance setting forth the dates and times when they will be absent for the attendance at meetings.
- G) Any union member elected or appointed to serve on a committee or position with the State Federation of Labor or International Union will do so without pay from the City.

ARTICLE XXV

HEALTH AND SAFETY

- A) There shall be established a joint labor-management Health and Safety Committee, consisting of equal Union and City representatives, but not less than two each or more than four each. A management representative shall be the chairman. They shall hold meetings as often as necessary but not less than once a month at a regularly scheduled time and place, for the purpose of jointly considering, inspecting, investigating and reviewing health and safety conditions and practices and investigating accidents, and for the purpose of jointly and effectively making constructive recommendations with respect thereto, including but not limited to the formulation of changes to eliminate unhealthy and unsafe conditions and practices. All matters considered by the Committee shall be reduced to writing, and joint minutes of all meetings of the Committee shall be made and maintained. Time spent in connection with the work of the Committee by Union Representatives shall be considered and compensated for as their regularly assigned work. Minutes of the joint committee will be posted on all bulletin boards.
- B) The Union and the City Council of Fort Dodge, believing the health and safety of their members and employees to be a concern of both parties, shall institute reasonable rules for safeguarding the health and safety of all concerned. Both parties recognize their obligation to assist in the prevention, correction and elimination of all unhealthy and unsafe working conditions and practices.
- C) All employees shall be required to comply with the reasonable safety rules and regulations adopted by the Joint Safety Committee. Gross disregard to comply wherewith will result in disciplinary action.
- D) The City agrees to provide and maintain adequate personal protective equipment for the protection of the health and safety of all employees. The City further agrees to conduct regularly scheduled safety meetings not less than one each quarter for all employees.
- E) The City agrees to fully disclose, in writing, to the Union, the full identity of all chemicals and related substances and their threshold limit values.

- F) Such identification shall include, but not be restricted to the chemical, drug, biological or pharmaceutical name or names, relevant health and safety hazards and precautions, the maximum concentration of exposures, precautions to be taken, health symptoms, medical remedies and antidotes.
- G) The City shall pay for reasonable and necessary physical examination and medical test for employees who may have been exposed to hazardous conditions. A report of all medical findings and examinations shall be provided only to the affected employee and the City. A gross report respecting the confidentiality of those employees examined shall be provided to the joint labor management Safety Committee.
- H) The City shall provide reasonable medical first aid facilities for emergencies and a report of all injuries shall be made and record maintained.
- I) No employee shall be required to perform work that endangers his or other employee's health or physical safety or under conditions which are in violation of the health and safety rules, or any local, state or federal health or safety law. An employee's refusal to perform such work shall not warrant or justify any present or future disciplinary action. When an employee refuses to work because of alleged safety or health reasons, the joint Safety Committee shall hold an emergency meeting to rule on the issue.
- J) Any dispute arising out of interpretation of this article may be made subject to the grievance procedure. All disputes alleging violation of OSHA will be settled through OSHA rules. Issues that have been ruled on by the Department of OSHA shall have no further recourse through the grievance procedure.

ARTICLE XXVI

HANDICAPPED EMPLOYEES

- A) Chapter 601A.14 of the Code of Iowa is hereby made a part of this Agreement by reference.
- B) The City and the Union agree that there will be no discrimination against any employee based on disability as defined under the Americans with Disabilities Act.

ARTICLE XXVII

ASSISTANT SUPERINTENDENTS

- A) Assistant Superintendents may exercise supervisory authority only in the absence of their Superintendent. At all other times, they have no more supervisory responsibility than their peers.

ARTICLE XXVIII
UNIFORMS / CLOTHING

**Parking Meter Attendants
and
Police Operations Clerks**

- A) Parking Meter Attendants and Police Operations Clerks shall be supplied uniforms in the quantity and quality to be determined by a committee composed of the Chief of Police, the City Manager or his designated representative and a representative of the Parking Meter Attendants and a representative of the Police Operations Clerks.
- B) The City shall clean and maintain the above agreed upon uniforms.

**Streets, Sanitation, Traffic Safety and Warehouse
Departments**

- A) The provision of *Winter Weather Outwear* (overalls and jackets) for Streets, Sanitation, Traffic Safety and Warehouse Departments will be provided on an "as needed basis" and at the complete and sole discretion of the City.

ARTICLE XXIX
PROBATIONARY PERIOD

- A) The probationary period for new regular full-time employees shall be sixty (60) days. Probationary employees shall receive five (5) percent less in pay than the pay for the position for which they were hired. They shall have no rights under this contract until they have passed their probationary period.
- B) The probationary period begins on the first day of the last date of hire for the employee who is employed as a regular full-time employee. This section does not apply to seasonal and temporary employees.

ARTICLE XXX
CONTRACT PRINTING COST

- A) The Union and the City will each pay one-half (1/2) of the cost of printing the labor contract.

ARTICLE XXXI
TERM OF AGREEMENT

- A) The above agreement hereinabove set out shall remain in full force and effect from July 1st, 2006, through June 30th, 2008.

- B) The Parties agree this agreement shall be reopened to negotiation for fiscal year commencing July 1st, 2008, but no later than 165 days prior to the Certified Budget submission date of the City of Fort Dodge, and that during the period from commencement of negotiations to 120 days prior to the Certified Budget Submission date the Parties shall meet the endeavor to resolve any differences and to reach agreement thereon. Failure to reach agreement prior to 120 days before the Certified Budget Submission date, the impasse, mediation and arbitration procedures as set out in Section 19, 20, 21, and 22, Chapter 20, Code of Iowa, as amended, shall apply if mutually agreeable impasse procedures have not been adopted.
- C) This agreement entered into this 21st day of February, A.D., 2006, in the City of Fort Dodge, Webster County, Iowa.

EXHIBIT A WAGE GRADES

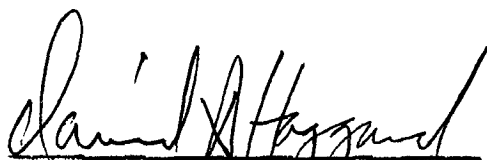
Custodian	14
Laborer	14
Maintenance Worker I	17
Maintenance Worker II	19
Maintenance Worker III	21
Automotive Mechanic	22
Water Analyst	24
Water Treatment Plant Operator Trainee	18
Water Treatment Plant Operator I	20
Water Treatment Plant Operator II	22
Assistant Water Treatment Plant Supt.	24
Water Meter Servicer I	19
Lead Water Meter Service Person	20
Assistant Sanitation Supt.	22
Assistant Street Department Supt.	23
Assistant Utilities Distribution Supt.	22
Traffic Safety Maintenance Worker II	19
Traffic Safety Maintenance Worker III	21
Parking Meter Attendant	14
Secretary II	15
Account Clerk I	14
Account Clerk II	16
Financial Support Specialist	17
Marketing Coordinator/Events Assistant	17
Police Operations Trainee	12
Police Operations Clerk II	16

CONTRACT EXTENSION
SIGNING PAGE

Executed at Fort Dodge, Iowa on the 21 day of Feb, 2006.

CITY OF FORT DODGE

UNITED STEEL, PAPER AND
FORESTRY, RUBBER,
MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION
LOCAL 7-0502 (USW)

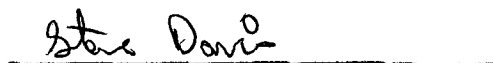

Dr. David A. Haggard, City Manager

BY: 
President, Local 7-0502, U.S.W.

Attest:


Penny Clayton, City Clerk






BUSINESS REPRESENTATIVE:



Approval as to form and content:


City Attorney

Bi-W Calcs Based on a 80 Hr. Pay Period
Annual Calcs Based on 2080 Hrs./Yr.

USW Union
07/02/2006

+ 2.75%

EXHIBIT "A"
SALARY SCHEDULE
(STEPS BASED ON HOURLY RATES)

Grade		A	B	C	D	E	F
9	A	\$17,950.40	\$18,803.2	\$19,739.20	\$20,654.40	\$21,652.80	\$22,672.00
	BI-W	\$690.40	\$723.20	\$759.20	\$794.40	\$832.80	\$872.00
	H	\$8.63	\$9.04	\$9.49	\$9.93	\$10.41	\$10.90
10	A	\$18,803.20	\$19,739.2	\$20,654.40	\$21,652.80	\$22,672.00	\$23,795.20
	BI-W	\$723.20	\$759.20	\$794.40	\$832.80	\$872.00	\$915.20
	H	\$9.04	\$9.49	\$9.93	\$10.41	\$10.90	\$11.44
11	A	\$19,739.20	\$20,654.4	\$21,652.80	\$22,672.00	\$23,795.20	\$24,876.80
	BI-W	\$759.20	\$794.40	\$832.80	\$872.00	\$915.20	\$956.80
	H	\$9.49	\$9.93	\$10.41	\$10.90	\$11.44	\$11.96
12	A	\$20,654.40	\$21,652.8	\$22,672.00	\$23,795.20	\$24,876.80	\$26,124.80
	BI-W	\$794.40	\$832.80	\$872.00	\$915.20	\$956.80	\$1,004.80
	H	\$9.93	\$10.41	\$10.90	\$11.44	\$11.96	\$12.56
13	A	\$21,652.80	\$22,672.0	\$23,795.20	\$24,876.80	\$26,124.80	\$27,372.80
	BI-W	\$832.80	\$872.00	\$915.20	\$956.80	\$1,004.80	\$1,052.80
	H	\$10.41	\$10.90	\$11.44	\$11.96	\$12.56	\$13.16
14	A	\$22,672.00	\$23,795.2	\$24,876.80	\$26,124.80	\$27,372.80	\$28,620.80
	BI-W	\$872.00	\$915.20	\$956.80	\$1,004.80	\$1,052.80	\$1,100.80
	H	\$10.90	\$11.44	\$11.96	\$12.56	\$13.16	\$13.76
15	A	\$23,795.20	\$24,876.8	\$26,124.80	\$27,372.80	\$28,620.80	\$30,056.00
	BI-W	\$915.20	\$956.80	\$1,004.80	\$1,052.80	\$1,100.80	\$1,156.00
	H	\$11.44	\$11.96	\$12.56	\$13.16	\$13.76	\$14.45
16	A	\$24,876.80	\$26,124.8	\$27,372.80	\$28,620.80	\$30,056.00	\$31,532.80
	BI-W	\$956.80	\$1,004.80	\$1,052.80	\$1,100.80	\$1,156.00	\$1,212.80
	H	\$11.96	\$12.56	\$13.16	\$13.76	\$14.45	\$15.16
17	A	\$26,124.80	\$27,372.8	\$28,620.80	\$30,056.00	\$31,532.80	\$33,051.20
	BI-W	\$1,004.80	\$1,052.80	\$1,100.80	\$1,156.00	\$1,212.80	\$1,271.20
	H	\$12.56	\$13.16	\$13.76	\$14.45	\$15.16	\$15.89
18	A	\$27,372.80	\$28,620.8	\$30,056.00	\$31,532.80	\$33,051.20	\$34,673.60
	BI-W	\$1,052.80	\$1,100.80	\$1,156.00	\$1,212.80	\$1,271.20	\$1,333.60
	H	\$13.16	\$13.76	\$14.45	\$15.16	\$15.89	\$16.67
19	A	\$28,620.80	\$30,056.0	\$31,532.80	\$33,051.20	\$34,673.60	\$36,316.80
	BI-W	\$1,100.80	\$1,156.00	\$1,212.80	\$1,271.20	\$1,333.60	\$1,396.80
	H	\$13.76	\$14.45	\$15.16	\$15.89	\$16.67	\$17.46
20	A	\$30,056.00	\$31,532.8	\$33,051.20	\$34,673.60	\$36,316.80	\$38,168.00
	BI-W	\$1,156.00	\$1,212.80	\$1,271.20	\$1,333.60	\$1,396.80	\$1,468.00
	H	\$14.45	\$15.16	\$15.89	\$16.67	\$17.46	\$18.35

Bi-W Calcs Based on a 80 Hr. Pay Period
Annual Calcs Based on 2080 Hrs./Yr.

USW Union
07/02/2006

+ 2.75%

EXHIBIT "A"
SALARY SCHEDULE
(STEPS BASED ON HOURLY RATES)

Grade		A	B	C	D	E	F
21	A	\$31,532.80	\$33,051.2	\$34,673.60	\$36,316.80	\$38,168.00	\$39,977.60
	BI-W	\$1,212.80	\$1,271.20	\$1,333.60	\$1,396.80	\$1,468.00	\$1,537.60
	H	\$15.16	\$15.89	\$16.67	\$17.46	\$18.35	\$19.22
22	A	\$33,051.20	\$34,673.6	\$36,316.80	\$38,168.00	\$39,977.60	\$41,891.20
	BI-W	\$1,271.20	\$1,333.60	\$1,396.80	\$1,468.00	\$1,537.60	\$1,611.20
	H	\$15.89	\$16.67	\$17.46	\$18.35	\$19.22	\$20.14
23	A	\$34,673.60	\$36,316.8	\$38,168.00	\$39,977.60	\$41,891.20	\$44,012.80
	BI-W	\$1,333.60	\$1,396.80	\$1,468.00	\$1,537.60	\$1,611.20	\$1,692.80
	H	\$16.67	\$17.46	\$18.35	\$19.22	\$20.14	\$21.16
24	A	\$36,316.80	\$38,168.0	\$39,977.60	\$41,891.20	\$44,012.80	\$46,196.80
	BI-W	\$1,396.80	\$1,468.00	\$1,537.60	\$1,611.20	\$1,692.80	\$1,776.80
	H	\$17.46	\$18.35	\$19.22	\$20.14	\$21.16	\$22.21
25	A	\$38,168.00	\$39,977.6	\$41,891.20	\$44,012.80	\$46,196.80	\$48,505.60
	BI-W	\$1,468.00	\$1,537.60	\$1,611.20	\$1,692.80	\$1,776.80	\$1,865.60
	H	\$18.35	\$19.22	\$20.14	\$21.16	\$22.21	\$23.32

Bi-W Cals Based on a 80 Hr. Pay Period

Annual Cals Based on 2080 Hrs./Yr.

+ 2.75%

USW Union

07/01/2007

EXHIBIT "A"

SALARY SCHEDULE

(STEPS BASED ON HOURLY RATES)

Grade		A	B	C	D	E	F
9	A	\$18,449.60	\$19,323.2	\$20,280.00	\$21,216.00	\$22,256.00	\$23,296.00
	BI-W	\$709.60	\$743.20	\$780.00	\$816.00	\$856.00	\$896.00
	H	\$8.87	\$9.29	\$9.75	\$10.20	\$10.70	\$11.20
10	A	\$19,323.20	\$20,280.0	\$21,216.00	\$22,256.00	\$23,296.00	\$24,440.00
	BI-W	\$743.20	\$780.00	\$816.00	\$856.00	\$896.00	\$940.00
	H	\$9.29	\$9.75	\$10.20	\$10.70	\$11.20	\$11.75
11	A	\$20,280.00	\$21,216.0	\$22,256.00	\$23,296.00	\$24,440.00	\$25,563.20
	BI-W	\$780.00	\$816.00	\$856.00	\$896.00	\$940.00	\$983.20
	H	\$9.75	\$10.20	\$10.70	\$11.20	\$11.75	\$12.29
12	A	\$21,216.00	\$22,256.0	\$23,296.00	\$24,440.00	\$25,563.20	\$26,852.80
	BI-W	\$816.00	\$856.00	\$896.00	\$940.00	\$983.20	\$1,032.80
	H	\$10.20	\$10.70	\$11.20	\$11.75	\$12.29	\$12.91
13	A	\$22,256.00	\$23,296.0	\$24,440.00	\$25,563.20	\$26,852.80	\$28,121.60
	BI-W	\$856.00	\$896.00	\$940.00	\$983.20	\$1,032.80	\$1,081.60
	H	\$10.70	\$11.20	\$11.75	\$12.29	\$12.91	\$13.52
14	A	\$23,296.00	\$24,440.0	\$25,563.20	\$26,852.80	\$28,121.60	\$29,411.20
	BI-W	\$896.00	\$940.00	\$983.20	\$1,032.80	\$1,081.60	\$1,131.20
	H	\$11.20	\$11.75	\$12.29	\$12.91	\$13.52	\$14.14
15	A	\$24,440.00	\$25,563.2	\$26,852.80	\$28,121.60	\$29,411.20	\$30,888.00
	BI-W	\$940.00	\$983.20	\$1,032.80	\$1,081.60	\$1,131.20	\$1,188.00
	H	\$11.75	\$12.29	\$12.91	\$13.52	\$14.14	\$14.85
16	A	\$25,563.20	\$26,852.8	\$28,121.60	\$29,411.20	\$30,888.00	\$32,406.40
	BI-W	\$983.20	\$1,032.80	\$1,081.60	\$1,131.20	\$1,188.00	\$1,246.40
	H	\$12.29	\$12.91	\$13.52	\$14.14	\$14.85	\$15.58
17	A	\$26,852.80	\$28,121.6	\$29,411.20	\$30,888.00	\$32,406.40	\$33,966.40
	BI-W	\$1,032.80	\$1,081.60	\$1,131.20	\$1,188.00	\$1,246.40	\$1,306.40
	H	\$12.91	\$13.52	\$14.14	\$14.85	\$15.58	\$16.33
18	A	\$28,121.60	\$29,411.2	\$30,888.00	\$32,406.40	\$33,966.40	\$35,630.40
	BI-W	\$1,081.60	\$1,131.20	\$1,188.00	\$1,246.40	\$1,306.40	\$1,370.40
	H	\$13.52	\$14.14	\$14.85	\$15.58	\$16.33	\$17.13
19	A	\$29,411.20	\$30,888.0	\$32,406.40	\$33,966.40	\$35,630.40	\$37,315.20
	BI-W	\$1,131.20	\$1,188.00	\$1,246.40	\$1,306.40	\$1,370.40	\$1,435.20
	H	\$14.14	\$14.85	\$15.58	\$16.33	\$17.13	\$17.94
20	A	\$30,888.00	\$32,406.4	\$33,966.40	\$35,630.40	\$37,315.20	\$39,208.00
	BI-W	\$1,188.00	\$1,246.40	\$1,306.40	\$1,370.40	\$1,435.20	\$1,508.00
	H	\$14.85	\$15.58	\$16.33	\$17.13	\$17.94	\$18.85

Bi-W Cals Based on a 80 Hr. Pay Period

Annual Cals Based on 2080 Hrs./Yr.

+ 2.75%

USW Union

07/01/2007

EXHIBIT "A"

**SALARY SCHEDULE
(STEPS BASED ON HOURLY RATES)**

Grade		A	B	C	D	E	F
21	A	\$32,406.40	\$33,966.4	\$35,630.40	\$37,315.20	\$39,208.00	\$41,080.00
	BI-W	\$1,246.40	\$1,306.40	\$1,370.40	\$1,435.20	\$1,508.00	\$1,580.00
	H	\$15.58	\$16.33	\$17.13	\$17.94	\$18.85	\$19.75
22	A	\$33,966.40	\$35,630.4	\$37,315.20	\$39,208.00	\$41,080.00	\$43,035.20
	BI-W	\$1,306.40	\$1,370.40	\$1,435.20	\$1,508.00	\$1,580.00	\$1,655.20
	H	\$16.33	\$17.13	\$17.94	\$18.85	\$19.75	\$20.69
23	A	\$35,630.40	\$37,315.2	\$39,208.00	\$41,080.00	\$43,035.20	\$45,219.20
	BI-W	\$1,370.40	\$1,435.20	\$1,508.00	\$1,580.00	\$1,655.20	\$1,739.20
	H	\$17.13	\$17.94	\$18.85	\$19.75	\$20.69	\$21.74
24	A	\$37,315.20	\$39,208.0	\$41,080.00	\$43,035.20	\$45,219.20	\$47,465.60
	BI-W	\$1,435.20	\$1,508.00	\$1,580.00	\$1,655.20	\$1,739.20	\$1,825.60
	H	\$17.94	\$18.85	\$19.75	\$20.69	\$21.74	\$22.82
25	A	\$39,208.00	\$41,080.0	\$43,035.20	\$45,219.20	\$47,465.60	\$49,836.80
	BI-W	\$1,508.00	\$1,580.00	\$1,655.20	\$1,739.20	\$1,825.60	\$1,916.80
	H	\$18.85	\$19.75	\$20.69	\$21.74	\$22.82	\$23.96